Noncommissioned Officer Strategy 2006

Army Materiel Command

July 2006

CSM Dan Elder

12th AMC Command Sergeant Major

The AMC NCO Corps

NCOs . . . The Voice <u>of</u> and <u>for</u> the Soldier in AMC

The Soldier: America's Most Deployed Combat System

- **Saving Lives**
- **Sustaining Lives**
- **Improving Lives**

The NCOs in AMC are Part of a World Class NCO Corps !!!

This is YOUR AMC!

AMC Mission Essential Task List

- Support and Sustain Warfighters
- Provide Superior Technology
- Provide Acquisition Support
- Protect the Force
- Develop Leaders

AMC NCO Vision 2006

An NCO Corps that is engaged and relevant

That offers experienced-based feedback and advice

As an integral part of the AMC

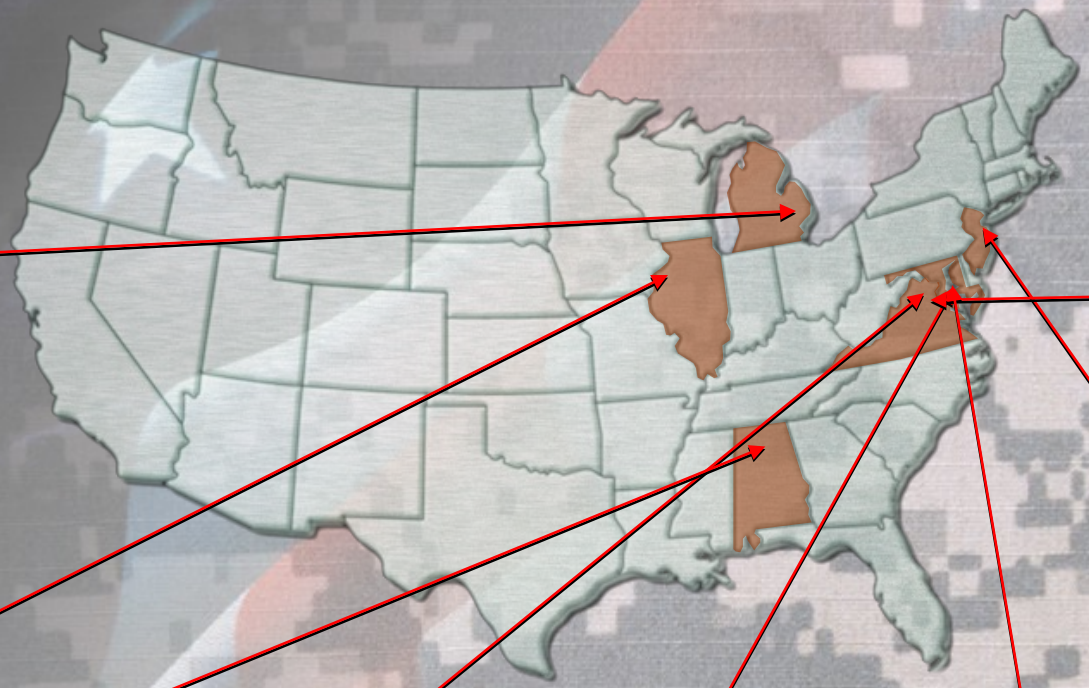
AMC NCO Mission 2006

Be the link between AMC and the Warfighters,

Continuously obtain feedback from Soldiers,

Live the Army Values and Warrior ethos.

MSC CSM/SGM/NCOICs



TACOM LCMC
CSM Coffee

AMC
CSM Elder

A F S C
CSM Yarborough

AMCOM LCMC
CSM Yates

U S A S A C
MSG Cole

R D E C O M
CSM Alcivar

CMA
SGM Curtiss

C-E LCMC
CSM Lane

NCOs . . . The Voice of and for the Soldier in AMC

AMC CSM TOP PRIORITIES

- Be Multi-skilled Leaders who reinforce The W*arrior Ethos*
- Quantify what NCOs bring to AMC
- Promote Good Health
- Set and Enforce the Standard . . . Sustain Leader Attributes
- Participate in Army Missions: “Its About Them”

The NCOs in AMC are Part of a World Class NCO

Goal: *Be Multi-skilled Leaders who reinforce The Warrior Ethos*

- **Builder** of leaders and teams with skills, knowledge and ability to meet the needs of the AMC work force.
- Competent full spectrum **warfighter** or accomplished professional who supports the Soldier providing continuous improvements
- Effective in **managing, leading, & changing** large organizations understanding cultural context in the best interest of the War Fighter
- Getting information to the right people at the right time

Goal: Quantify what NCOs bring to AMC

- Be the best voice for the Warfighter
- Talk to people in the field about what AMC can do to support the Warfighter
- Use the operational experience of our Soldiers
- Pursue getting senior NCOs in key AMC positions – have the right people in the right place
- Develop feedback mechanism to get NCO view & comments to the Command in a timely manner

Goal: Promote Good Health

- Stay physically and morally fit take care of stress & spiritual matters
- Get your physical exams
- Support the “Always a Soldier” Program
- Promote Safety and the “Be Safe” Program
- Increase emphasis on families, family quality of life, and Soldier-family well being

Goal: Set and Enforce the Standard . . . Sustain Leader Attributes

- **Confident** and **competent** decision-maker in uncertain situations:
  - **Prudent**
  - **Innovative**
  - **Adaptive**
- Empathetic.
- **Professionally educated** and dedicated to **life-long learning, including Joint Professional Military Education**
- **Effective communicator**
- **Think Joint (It is The Way Ahead) – Impress upon**

Goal: Participate in Army Missions : "Its About Them"

- Take part in Army Recruiting activities
- Support the "Always a Soldier Program"
- Work on new Army plans and strategies
- Local sponsorship of wounded Soldiers.
- Actively use Army Knowledge Management Systems e.g. AKO, NCO-Net, LOG-Net, etc
- Recruit separating Soldiers as AMC employees
- Recruit combat disabled veterans to work in a variety of non-military jobs within AMC

"Providing Support to the Joint Warfighter"

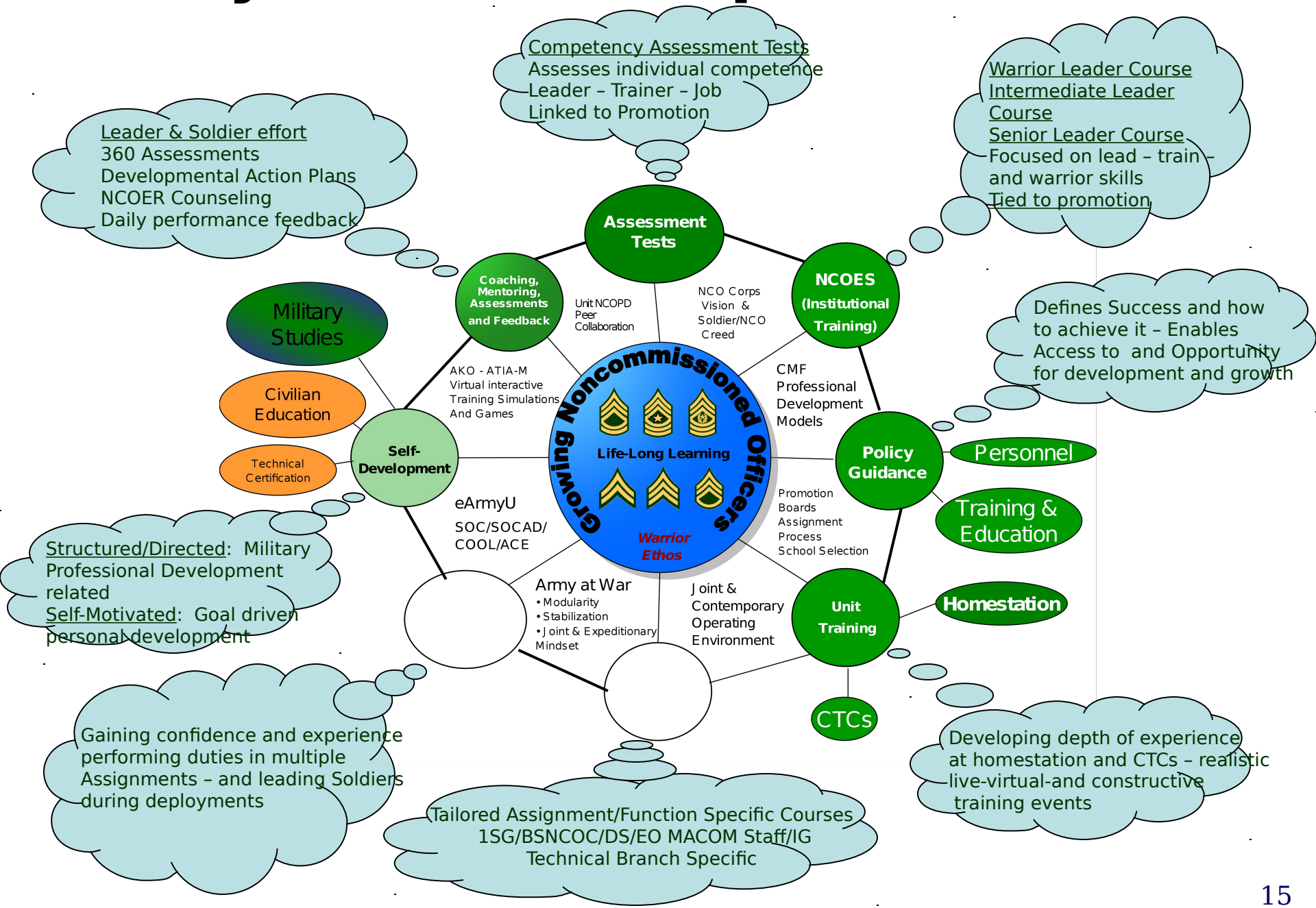
AVENUES OF CHANGE

Transforming Army Materiel Command from an organization that is "Production-based, commodity-focused, and platform-centric" to one that is

"Service-based, capabilities-focused, and unit-centric" -- GWOT

ORGANIZATIONAL CHANGE	CULTURE OF INNOVATION	COMPLEX SERVICES	KNOWLEDGE MANAGEMENT
• Life-Cycle Management Commands • Army Sustainment Command • Army Field Support Brigades • Brigade Logistic Support Teams • Base Realignment and Closure (BRAC) • Surface Deployment and Distribution	• Lean Six Sigma • Depot Commanders Course • Outreach to Industry • Partnerships • Performance Based Logistics • Rapid Review Teams • R&D/Technology to the Warfighter • Army's Greatest Inventions	• Support to ARFORGEN • Forward Repair Activities • Unit-focused RESET • Small Arms Repair Teams • Left-Behind Equipment • Theater Provided Equipment • Add-on-Armor / Safety • LOGCAP & Contingency Contracting • Fleet Management • Ammunition Enterprise • Chemical Storage & Demi	• Factory-to-Foxhole Visibility • Single Army Logistics Enterprise • Condition-Based Maintenance • System of Systems Integration (SOSI) • Lessons Learned • Quantitative Metrics and Analysis
End State **"Cradle-to-Grave Capabilities Support"**	**End State** **"Efficient Production Processes"**	**End State** **"Customer Focused Solutions"**	**End State** **"Data Driven Decisions"**

Army NCO Development Model


Competency Assessment Tests
Assesses individual competence
Leader – Trainer – Job
Linked to Promotion
Warrior Leader Course
Intermediate Leader Course
Senior Leader Course
Focused on lead – train – and warrior skills
Tied to promotion
Leader & Soldier effort
360 Assessments
Developmental Action Plans
NCOER Counseling
Daily performance feedback
Assessment Tests
Coaching, Mentoring, Assessments and Feedback
NCOES (Institutional Training)
Unit NCOPD Peer Collaboration
NCO Corps Vision & Soldier/NCO Creed
Military Studies
Civilian Education
Technical Certification
Self-Development
AKO - ATIA-M Virtual interactive Training Simulations And Games
Growing Noncommissioned Officers
Life-Long Learning
Warrior Ethos
CMF Professional Development Models
Policy Guidance
Personnel
Training & Education
Homestation
Unit Training
CTCs
eArmyU
SOC/SOCAD/ COOL/ACE
Promotion Boards Assignment Process School Selection
Army at War
• Modularity
• Stabilization
• Joint & Expeditionary Mindset
Joint & Contemporary Operating Environment
Defines Success and how to achieve it – Enables Access to and Opportunity for development and growth
Structured/Directed: Military Professional Development related
Self-Motivated: Goal driven personal development
Gaining confidence and experience performing duties in multiple Assignments – and leading Soldiers during deployments
Tailored Assignment/Function Specific Courses
1SG/BSNCOC/DS/EO MACOM Staff/IG
Technical Branch Specific
Developing depth of experience at homestation and CTCs – realistic live-virtual-and constructive training events

The Soldier's Creed

I am an American Soldier.

I am a Warrior and a member of a team.

I serve the people of the United States and live the Army Values.

I will always place the mission first.

I will never accept defeat.

I will never quit.

I will never leave a fallen comrade.

I am disciplined, physically and mentally tough,
trained and proficient in my warrior tasks and drills.

I always maintain my arms, my equipment and myself.

I am an expert and I am a professional.

stand ready to deploy, engage, and destroy the enemies
of the United States of America in close combat.

am a guardian of freedom and the American way of life.

I am an American Soldier.

Nation at War
-- The Long War --

The Future

Soldiers as Centerpiece

“ NCOs are:

invaluable in enhancing the Army of the future.

The opportunity for them is to test concepts . . .
and to get them into the force quickly to improve our capabilities . . .
The key . . . will be to watch over their soldiers . . .
and really capture the feedback. “

Richard A. Kidd

The 9th Sergeant Major of the Army

Change *Ready* *Expeditionary* *Relevant* *Joint* *Engage*

“ Need to be Faster, More Agile, Less Bureaucratic – Need to fight this Every day “

God, grant me the serenity
to accept the things I cannot change,
Courage to change the things I can,
and the Wisdom to know the difference.

Are you wearing your dog tags ?

Thoughts I want to Leave You With

- The AMC NCO Corps is our “Pacing Item.”
- NCOs are the *Face of the Field* to our Workforce.
- AMC NCOs are Ambassadors of the Industrial Base to the Joint Warfighter.
- We are supporting a Nation at War….while Transforming.
- AMC is in the fight. Every job is important.
- The Soldier is the Centerpiece of our formations.

This is OUR Customer!

The Last Full Measure of Devotion

SFC Smith Awarded the Medal of Honor

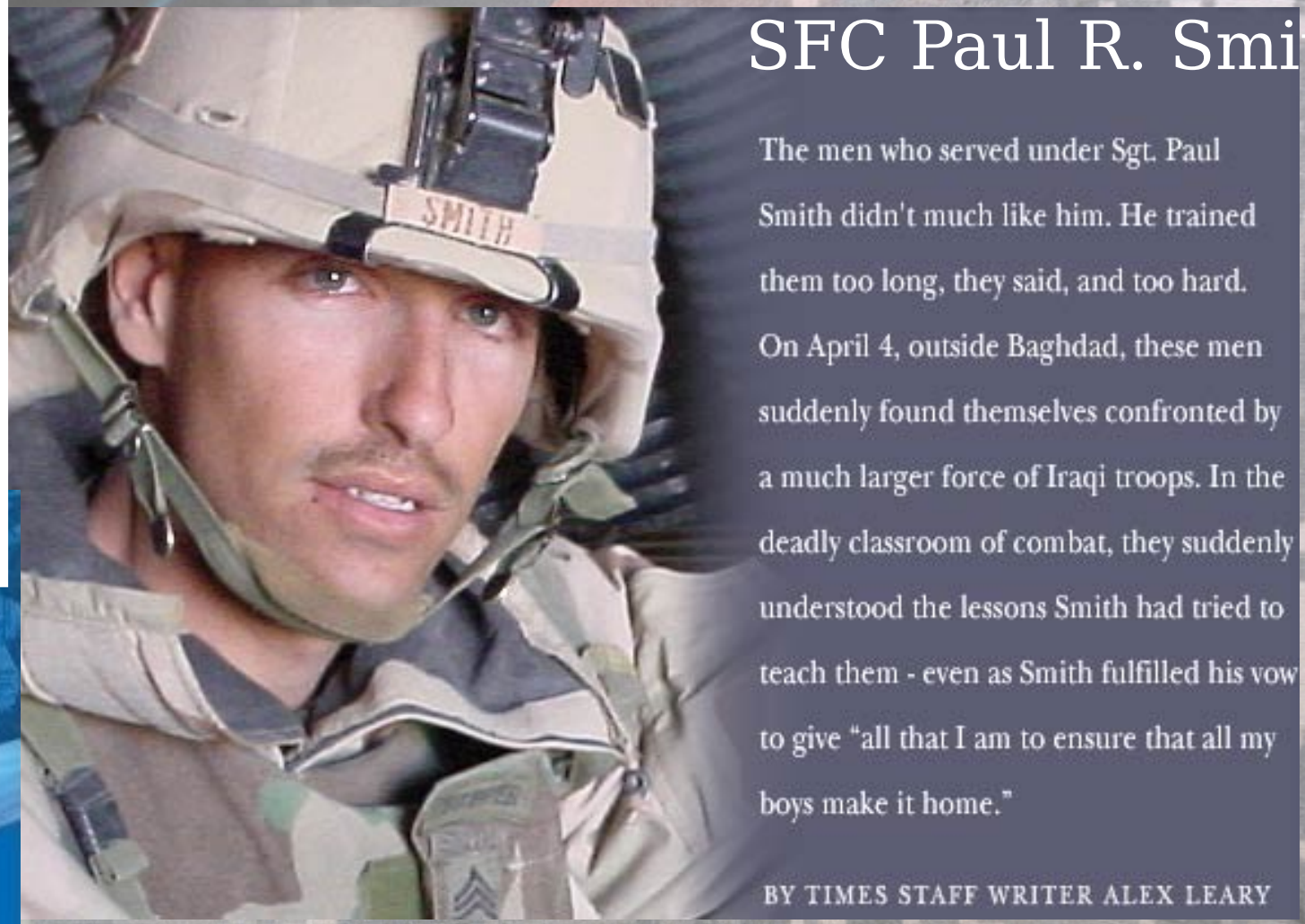
Since the start of World War II, just 843 have received the Medal of Honor.

SFC Smith's Medal is on Display at:

Simulation & Training Technology Center

RDECOM, AMC

Orlando, FL


SMITH
SFC Paul R. Smith
The men who served under Sgt. Paul Smith didn't much like him. He trained them too long, they said, and too hard. On April 4, outside Baghdad, these men suddenly found themselves confronted by a much larger force of Iraqi troops. In the deadly classroom of combat, they suddenly understood the lessons Smith had tried to teach them - even as Smith fulfilled his vow to give "all that I am to ensure that all my boys make it home."
BY TIMES STAFF WRITER ALEX LEARY

those in the armed services who distinguish themselves "conspicuously by gallantry and intrepidity at the risk of (thei above and beyond the call of duty."

AMC - Sustaining our Nation, Supporting our